NWR

You are now reading the newspaper most people prefer for information about Tacoma's Minority Communities

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THE NORTH WEST TACOMA ALZENE PUBLISHING CO. FACTS

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Volume 6, Number 16 PUBLISHED WEEKLY IN TACOMA, WASH. 1019 South 12th St. 627-5597 March 9, 1977

Food Stamp Outreach Program in Pierce and Kitsap Counties

Three local Community Action agencies have been awarded a one year grant to initiate Food Stamp Outreach programs in Pierce and Kitsap Counties. The new program is the first of its kind in Washington State.

The Metropolitan Development Council, Pierce County Community Action Agency and Kitsap Community Action Program received federal and state matching funds totaling $61,458 through a contract administered by the Department of Social and Health Services. This is the first time DSHS has contracted with outside agencies for a Food Stamp Outreach program.

Money for the program was made available through the U.S. Department of Agricultrue, according to Roy Uppendahl, DSHS Food Stamp Program Specialist. A Food Stamp Outreach program is required by federal statutes and court orders.

Uppendahl estimated that approximately 50 percent of potentially eligible persons in Pierce and Kitsap Counties are not receiving food stamps. Many of them are among those who need it the most, he said. "We hope to reach elderly people with transportation problems, invalids and nutritionally deprived children in working-poor families."

Each of three Community Action agencies have hired at least two people to intitiate an outreach program. The Metropolitan Development Council will operate within the Tacoma city limits. The Pierce County Community Action Agency will operate in other areas of Pierce County. The Kitsap Community Action program is responsible for all of Kitsap County.

DSHS completed a series of three training workshops for the Outreach personnel. Uppendahl said Community Action agency workers will not make eligibility determinations, but will contact people potentially eligible for food stamps and help them get to the nearest Public Assistance office.

The Community Action agencies are pleased to be involved in the Outreach program. "We have found that most people who need food stamps need a lot of other things that we can help provide, like jobs and education," said Brendon Gallagher, executive director of the Pierce County Community Action agency.

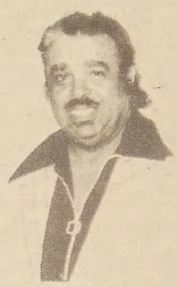
DSHS will monitor and evaluate the program on a monthly basis.

Right On...

FROM THE

PUBLISHER'S PEN

I SHALL NOT PASS THIS WAY BUT ONCE; THEREFORE ANY GOOD THAT I CAN DO OR ANY KINDNESS THAT I CAN SHOW LET ME DO IT NOW, FOR I SHALL NOT PASS THIS WAY AGAIN.



Fitzgerald Beaver

THE GOP AND BLACK VOTERS

A former Nixon speech writer has suggested that Republicans write off the black vote has hopelessly locked into the Democrats. When they review the results of the November Presidential election, Republican strategists are horrified to note that they received only 8 per cent of the 6.6 million black votes cast.

The wholesale desertion from the GOP camp was brought on by Republicans themselves. This desertion syndrome has been developing ever since Herbert Hoover left the White House. His inept concept of government and inefficient administrative practices ushered in the great depression in which blacks were the greatest victims.

Eisenhower did nothing for blacks in or out of the GOP enclave. He frowned upon the Supreme Court's school desegregation mandate. And he never put the prestige of his office behind it. Nixon and Ford virtually wiped out the legacies of the Republican Party that Abe Lincoln had fused into it.

All of the major gains blacks have made came from Democratic Administrations. Roosevelt issued Executive Order 8804 which established the Fair Employment Practices Commission, one of the greatest blessings of the century. Truman abolished discrimination in the Armed Forces. Johnson pushed the Voting Rights Bill to which we owe all of our advances on the political front. He appointed the first black man to a cabinet post when he named Dr. Robert Weaver as Secretary of Housing and Urban Development. When he put Thurgood Marshall on the U.S. Supreme Court, Johnson did what nobody had thought possible in this generation. I look forward to seeing President Carter continue the Democratic tradition. RIGHT ON!

Bargains at Ft. Lewis

FORT LEWIS, WA. - - Looking for a bargain? How about a used ice machine, office calculator, carpet, fluorescent lighting tubes, or a wrist watch?

These and hundreds more items were up for bid Tuesday at the Fort Lewis Property Disposal Office (PDO), which is operated by the Defense Supply Agency.

The sale was one of many held at Building 9670 at the Logistics Center over the course of a year. Surplus items are collected from military bases in the Pacific Northwest. Purchase is by "spot bid," which means you look at the items before the sale, note the identifying number and then put in your sealed bid the day of the sale.

The rules are easy, says Captain Scherr, PDO Chief, but obtaining something in good condition may not be.

"It's best to have some knowledgable person advise you before bidding on something like a typewriter or motorcycle," Scherr said. "They usually need some cleaning and repair, even if they look new."

A list of sale itmes is published weeks in advance and may be obtained at the Property Disposal Office. Scherr said most things sell for 25 to 35 percent of original value. An exception was a piece of heavy construction equipment that brought 90 percent of original value because of its excellent condition and inflation that had tripled its market price.

A catch for the bargain-hunting individual is the fact that everything is sold in lot quantities. A "lot" may be one item or hundreds. Who wants to buy a dozen coffee pots all at once? Often, the answer to that is the wholesale buyers who come from far away to the PDO sales.

More information is available by visiting the Property Disposal Office, or by calling Lloyd Goeppert at 967-5026 or 967-5121.

Tacoma Urban League Vegetable Garden Project

The Tacoma Urban League announced that starting April 1, 1977 several garden plots throughout the City will be available for hundreds of participants to handle.

The Urban League will supply all necessary equipment to start and preserve the gardens, including garden books, tools, seeding and land. Senior citizens, handicapped, low-income and minorities are urged to participate along with Families, Social Groups and Clubs.

Start planning now, so that you may enjoy your own grown vegetalbes this winter. For more information call the Urban League at 383-3007 or send your name and address to:

Tacoma Urban League
Vegetable Garden Project
2550 South Yakima
Tacoma, Washington 98405

CHORAL CONCERT

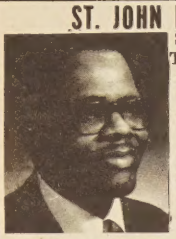
The week of March 6 to 12 is entitled "Music in Our Schools Week". I In keeping with the theme of "Harmony in the Arts" we at Lincoln High School are presenting a complimentary choral concert on Thursday evening, March 10th. at 7:30 p.m. in the Lincoln High School auditorium.

The public is cordially invited to attend.

Get the "Good News" Read All About It!
in THE FACTS Newspapers Seattle Tacoma

Come to Church Services

ST. JOHN BAPTIST CHURCH



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Services: 10 am, 11 am, & 7 pm. We offer Spiritual guidances and Family Counseling
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Morning worship....11:00 am
Baptist Training Union 6:00p
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Home 572-6299

Rev. E.S. Brazill, Pastor

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Sun. worship/11 am
Wed. even./7:30 pm
Fri. YPC/7:30 pm
Rev. Mrs. E.E. Travis

BETHELHEM BAPTIST CHURCH 1723 So. I St

Sunday School
9:30 A.M.
Baptist Training Union
6:00P.M.
Worship Services
11:00 A.M.
7:30 P.M.
Office-272-3309
Home- 627-8721

Rev. Robert Davis, Pastor

NEW LIFE BAPTIST CHURCH
201 Second Avenue
Tumwater, Washington

Service every Sunday 3:00 P.M.
Christian Education & Training
Thursdays 7:30 P.M.

Pastor: Rev. O.R. "Bob" Pigford
phone: 352-5974 (Olympia)

Come God will bless you.
"DOES ANYBODY STILL LISTEN?"
WE LISTEN - WE COUNSEL - WE PRAY
WITH THE SICK OR THE NEEDY WHEREVER THEY ARE
6 PM YOUNG PEOPLE WILLING WORKERS

REVEREND GEORGE JACKSON
475-7350
Please feel free to call upon the Pastor or Mrs George Jackson

HOUSE OF PRAYER
CHURCH OF GOD IN CHRIST
AN INTER-RACIAL MINISTRY
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BUS - SOUTH TACOMA
IN NEED OF TRANSPORTATION TO CHURCH CALL
475-7868
S 60TH & WARNER ST 2 Blks Of S Tacoma Wy

EASTSIDE BAPTIST CHURCH 3575 Portland

Rev. & Mrs. M.C. Connally, Jr.
Pastor's Residence Phone
BR2-6415
SUNDAY SCHOOL
9:50-10:55 A.M.
SUNDAY WORSHIP SERVICE 11:00

YE BELIEVE IN GOD, BELIEVE ALSO IN ME
ST. JOHN 14 CHAP., VERSE 1

Brotherhood Church of God
SUNDAY SCHOOL 9:45-10:45 A.M.
SUNDAY SERVICE 11 A.M.
EVEN. SONG 7:30 P.M.
BROADCAST WEEKDAYS 6:30 A.M.

on KTNT-FM

1620 ADAMS 759-1213
IVORY CRITTENDON PASTOR 922-8302

CHURCH OF GOD BY FAITH 1505 S. Fawcett

Sunday School 10:00 A.M.
Morning Worship 11:30 A.M.
Young Peoples' Meeting 5:45 P.M.
Evening Service 7:00 P.M.

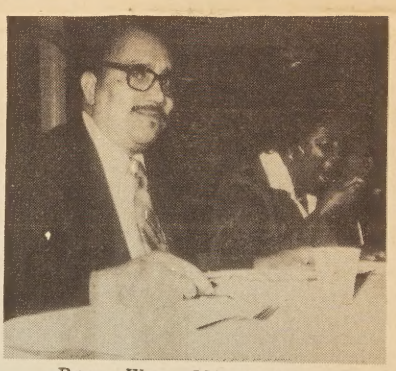
Pastor: Willie Horne
Bishop: W.W. Matthews

Everyone is welcome to come worship with us.

Church News

Rev. George Boyd Honored at Dinner

Rev. Brazill



Rev. Wm. Mitchell

Rev. Boyd

Rev. J.A. Boles

A dinner was held in honor of Rev. George L. Boyd, Pastor of New Proidence Baptist Church of Houston, Texas. Ministers present to honor Rev. Boyd were: Rev. and Mrs. J.A. Boles: Rev. Everhart, Rev. Jerry Perry, Rev. William Mitchell, Rev. and Mrs. E. Pankerson: Rev. and Mrs. Robert Davis; Rev. and Mrs. E.S. Brazill the hosts; Rev. M.C. Connally; Rev. and Mrs. O.C. Bolton; Rev. and Mrs. Harris: and Rev. Edward P. Williams.

The Host Dinner was held at Shiloh Baptist Churst at 1211 So. I-St. in Tacoma on March 7th.

The Spring Revival will last until Friday, March 11th. Services start at 7:00 p.m. every evening. The Church welcomes everyone.

Trade-ins welcome Glen Grant CHEVROLET "WHERE THE CUSTOMER IS KING"
14400 - 1st Ave. S. BURIEN
FOR THE BEST DEAL ON A CHEVROLET (NEW & USED) SEE LES JORDAN
Come on in today--and bring your trade-in.
Call for a free credit check.
LARGE SELECTION OF NEW & USED PICKUPS & VANS

We Guarantee You Tender and Delicious Meats

ADVANTAGES YOU GET AT SAFEWAY...

Fresh Fruits & Vegetables
Top Quality at Low, Low Prices

Beef Blade Roast
U.S.D.A. Choice lb. 49¢

Beef Stew Meat Lean Cubes, lb. $1.09
Beef 7-Bone Roast U.S.D.A. Choice, lb. 55¢
Beef Cross Rib Roast Boneless Choice, lb. $1.09
Beef Arm Roast U.S.D.A. Choice, lb. 69¢
Beef Franks Or Wieners Safeway, 12 oz. 59¢
Lamb Blade Steak Or Arm Choice, lb. $1.49
Sliced Salami Safeway 8 oz. 79¢
Roasting Chicken Cockrobird Grade A, lb. 69¢

Smoked Picnics
6 to 8 lbs. Cudahy Water added
(If Sliced lb. 69¢) lb. 59¢

Bacon, Piece Hygrade or Safeway, lb. 98¢
Calf Liver Sliced lb. 89¢
Brown & Serve Links or Patties Swift's, 8 oz. 89¢
Cut-Up Fryers Fresh Grade A Mississippi Grown, lb. 59¢
Sliced Bologna Safeway, 12 oz. 89¢
Fish Sticks Capt. Choice, 24 oz. $1.49
Greenland Turbot Fillets, lb. 98¢
Shrimp Meat Pacific, lb. $2.99

Ground Beef Fresh, From U.S. Grown Beef, lb. 59¢
Pork Spareribs Fresh, 3-lb. & Under, lb. 99¢

SAVE 20¢

Serving Suggestion
Lucerne
Gourmet Ice Cream
SUPER SAVER $1.69 Half Gal.

Fried Chicken Banquet, 2-lb. $1.69
Snow Star Ice Milk Bars 12—2.5 oz. $1.19
Snow Star Twin Pops 12—3 oz. 89¢
Snow Star Fudge Bars 12—2.5 oz. $1.09
Green Giant Peas In Butter Sauce, 10 oz. 49¢
Reser Stack Pak Pizza (Cheese 12.5 oz.) Sausage, 10 oz. 89¢
Green Giant Niblet Corn In Butter Sauce, 10 oz. 49¢
Chun King Meat & Shrimp Egg Rolls 6 oz. 71¢

Enjoy Quality and Savings in Safeway Brands

SAVE 34¢

Spam
Luncheon Meat
SUPER SAVER 89¢ 12 oz.

Snap-E Tom Tomato Cocktail 32 oz. 85¢
Golden Delicious Applesauce Blue Ribbon, 25 oz. 65¢
Seneca Applesauce 46 oz. 89¢
Chun King Chow Mein Noodles 5 oz. 49¢
Kraft Cheez Whiz 16 oz. $1.49

Snack Crackers Busy Baker 11 oz. 49¢
SUPER SAVER Pork & Beans Van Camps 4 16 oz. $1

SAVE 20¢

Skippy
Peanut Butter
SUPER SAVER 89¢ 18 oz.

Van Camp Brown Sugar Beans 15.5 oz. 35¢
Green Goddess Dressing Seven Seas, 8 oz. 59¢
Pfeiffers Dressing (Roquefort 87¢) Caesar, 8 oz. 59¢
Wild Raw Honey Aunt Sue, 3-lbs. $2.25
Snackin Cake Betty Crocker Mix, 14.5-oz. 69¢

SUPER SAVER Comet Cleaner Liquid, 12 oz. 47¢
SUPER SAVER Dawn Liquid Detergent 22 oz. 75¢

SAVE 10¢
Chunk Tuna Starkist
In oil SUPER SAVER 49¢ 6.5 oz.

SAVE 55¢ on 5

Highway
Sweet Peas
SUPER SAVER 5 $1 16 oz.
(Cs. of 24 $4.80)

Prices effective Wednesday, March 9th thru Saturday, March 12, 1977. Sales in retail quantities only.

SAFEWAY

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Know It's Fresh!
Look for Open Dates On Safeway Brands of Perishable Foods

SAVE 32¢ on 4

Kraft
Macaroni Dinner
SUPER SAVER 4 With Cheese 7.25 oz. $1

Don't Forget These!

Mayonnaise Piedmont, 32 oz. 89¢
Kraft Mayonnaise 32 oz. $1.09
Seven Seas Tartar Sauce 8 oz. 49¢
Coffee-Mate Carnation, 28 oz. $1.79

SUPER SAVER MJB Long Grain Rice 42 oz. 97¢
Edwards Coffee 1 lb. $2.79

SAVE 40¢

Chocolate Flavor
Nestle's Quik
SUPER SAVER $1.59 2-lb.

Bisquick 40 oz. $1.29
Cocoa Puffs Cereal 12 oz. 89¢
Ivory Soap Personal Size 4 3.5 oz. 56¢
Parsons Ammonia (Sudsy 75¢) Lemon, 56 oz. 79¢
Bounce Fabric Softener 10's 59¢

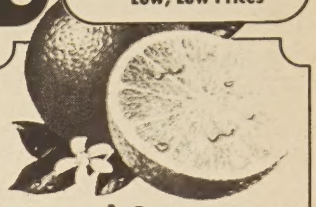
SUPER SAVER Dash Detergent 100 oz. $2.55
SUPER SAVER Downy Fabric Softener 17 oz. 59¢

SAVE 4¢
Detergent Cheer
SUPER SAVER $2.33 84 oz.

SAVE 10¢

Fruit Flavor
Lucerne Yogurt
SUPER SAVER Plain 59¢ 63¢ 2-lb.

Darigold Butter AA Cube, 1-lb. $1.09
Parkay Margarine Cube, 1-lb. 47¢
Saffola Margarine Cube 1-lb. 61¢
Hungry Jack Butter Taste'n Biscuits 3 10 oz. $1
Flaky Butter Milk Biscuits Pillsbury Deluxe 3 10 oz. $1
Crescent Rolls Ballard, 8 oz. 39¢
Sliced American Process Cheese Kraft 8 oz. 85¢
Lucerne American Process Cheese Slices, 2-lb. $4.39


Navel Oranges
Sweet Calif. Choice 7 -lb. Bag 98¢

Spring Daffodils Bunch of 10 49¢
Tender Broccoli lb. 39¢
Anjou Pears Wash. Extra Fancy, 4 lbs. $1
Bean Sprouts Fresh, lb. 49¢
Large Texas Ruby
Grapefruit Each 14¢
Crisp Radishes 2 Bchs. 29¢
Green Onions 2 Bchs. 29¢
Winesap Apples Extra Fancy 3 lb. Bag 79¢
Fresh Spinach 2 Bchs. 49¢
Zucchini Squash lb. 39¢

Fresh Asparagus
Tender All Green California lb. 69¢

Baked Goods

SKYLARK 100% WHOLE
Wheat Bread 2 15 oz. 69¢
Crushed Wheat Bread Mrs. Wright's 2 15 oz. 69¢
Granola Date Bread Mrs. Wright's, 15 oz. 49¢

Kitty Cat Food 5 6 oz. $1
Friskies Cat Food 2 15 oz. 45¢
Friskies Dry Dog Food 10-lb. $2.39

Mars Candy Bars
Marathon, Snickers, M&M Plain, Milky Way, Three Musketeers or Mars Almond 6-PK. 89¢

American Singles Cheese Food (24 oz. $2.39) Kraft, 12 oz. $1.25
Corn Tortillas LaTolteca, 3 16 oz. $1

Variety Department

Ban Roll-on Anti-perspirant Deodorant REG. $1.69 3.3 oz. $1.54
Listerine Antiseptic REG. $1.49 20 oz. $1.09
Wet Ones Moist Towelettes REG. $1.29 20 ct. 99¢
Lysol Basin Tub & Tile Cleaner REG. $1.14 17 oz. 88¢
Mr. Coffee Filters REG. $1.15 100 ct. 69¢
Arm & Hammer Oven Cleaner REG. $1.79 16 oz. $1.39
Noxzema Skin Cream REG. $1.73 10 oz. $1.33

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Obituary

MISSIONARY JAZIE BELL FLETCHER MOURNED

Mrs. Jefferson (Jazie Bell) Fletcher Sr., 56, of 3722 South Ash was born February 15, 1921 in De Queen, Arkanasa to Mann and Lela (Dial) Coffee. Her father precedes her in death. She departed this life late Saturday night, February 26, 1977 at Madigan Army General Hospital near Tacoma, Washington.

She grew up mainly in Holdenville, Oklahoma and moved to Commerce, Texas where at the age of 14 she was united in holy matrimony to Army Sgt. Jefferson Fletcher, Sr., now retired. This union was blessed with two children, one daughter, Mrs. Nathaniel (Claudia) Holmes and one son, Mr. Jefferson Fletcher, Jr., both of Tacoma.

She was baptised into the Church of God in Christ Faith at Commerce. She was stationed many places with her husband on his tour of duty before they moved to Tacoma in 1966. Here she joined the Emmanuel Temple Church of God in Christ, Washington State Bishop R.E. Altheimer, pastor. In 1975 she joined the Missionary Board, traveling and teaching in the Northwest.

She was a humble and sincere person, who helped people with a heart of live. Life was a challenge that she met head on. She was a devoted wife and mother, keeping her family together and managing her home wisely. She was a friend to the many who admired and loved her.

Others whose lives she brightened beside her husband and children include her mother, Mrs. Lela Coffee of Ft. Worth, Texas, one brother, Mr. James Crofton of Sunnyvale, Cailfornia, and one sister, Mrs. Rosetta Bryant of Kingman, Arizona, five grandchildren, three great grandchildren, two special friends, Ben and Gladys Reed, her neighbors, and a host of other relatives and friends.

Services were held 1 p.m. Friday, March 4, 1977 at the Emmanuel Temple Church of God in Christ, Elder Andrew Miller officiating and were directec by the staff of the House of Scott Mortuary.

Her final resting place is Tacoma Cemetery.

Federal Government Could Help Black Business

By A. Hart

Government has an important role to play in assisting Black businessmen. From the viewpoint of Blacks the government must participate fully in the development of economic stability in their communities; it has, they feel, a certain obligation to fulfill. After all, the federal government has spent billions of dollars on underdeveloped nations, so why can't it spend comparable amounts on underdeveloped Black communities here at home? Blacks look particularly to the federal government because it is the only institution that can quickly mobilize the resources that Black businesses need.

Until recently, nothing of any consequence was offered by the federal government in assistance to Black businesses. The first government action, leading eventually to benefits for the Black businessman, was the creation of the Reconstruction Finance Corporation in 1933. The RFC was not concerned with the problems of the Black minority in the American business community, but it was the predecessor of the Small Business Administration, which was established in 1953 under the Eisenhower Administration. SBA was not, at that time, designed specifically to help Black businesses with their problems.

Finally in 1964, SBA began to develop programs intended to help Black businessmen.

SBA could be more effective in the following ways:

1. Interest Rates on direct loans to Black businesses should be lowered for the first three years. The first three years of a new business are the crucial ones. It takes this much time to establish a business on the right course. The biggest worry of businessmen during this period is paying back his loans as they are due, and the reduction of the interest rate will offer the owner some relief on his monthly payments.

2. Loans should be processed within a short period of time. A loan officer's job should not be difficult, but some officers allow their attitude to delay the process, which in turn delays the final approval of the loan.

3. Management Assistance Officers and counselors should be trained to deal effectively with Black business.

4. SBA should set up a program that would give continued assistance to small businesses after they are started. Often businesses go bankrupt because they are left to sink or swim after the loan has been made.

5. Personal liabilities should not be required of Black businessmen who borrow with nothing of their own. Many owners of small businesses have little or no money when they apply to SBA, but they are free of heavy personal debts. This satisfactory condition, however, is ruined by SBA's practice of requiring these owners to become, along with their spouses, personally liable for a business obligation; and the owner, having assumed a personal liability and then failed, is deprived of any hope of future business success: he still has a large personal debt to pay; mainly from his salary. The government should, after liquidation of assets, write off the remaining debt so that courageous venture capitalists can begin anew.

6. Provisions should be made to allow guarantees for bank lines of credit to Black businessmen. With a line of credit the businesses could use the money only when it is needed, without worry over formal loan applications requiring much time to process.

More About the Equal Pay Act

The purpose of the Equal Pay Act is to prohibit pay discrimination because of sex.

COVERAGE

The Equal Pay Act covers most private and public employees subject to the Fair Labor Standards Act, including executive, administrative, professional and outside sales employees who are otherwise exempt from its minimum wage and overtime provisions. The 1974 amendments to the Fair Laobr Standards Act extended coverage to large numbers of employees (employees of State and local schools and hospitals were previously covered) as well as employees of certain small chain stores, telegraph agency employees of large motion picture theaters, among others.

BASIC PROVISIONS

Men and women performing work in the same establishment under similar conditions must receive the same pay if their jobs require: Equal Skill, Equal Effort, Equal Responsibility.

"Equal" does not mean "identical" but jobs to be compared under the Equal Pay law must involve the same primary job function and must require substantially equal skill, effort and responsibility.

EQUAL SKILL

Equal skill includes such factors as experience, training, education, and ability. Skill applies to the performance requirements of the jobs under consideration, and not to the skills which employees may possess but which are not needed to perform the job.

EQUAL EFFORT

Equal effort is the measurement of the physical or mental exertion needed for the performance of a job. Two jobs may require equal effort, even though the effort may be exerted in different ways. For example, men and women working in a bottle factory may be doing essentially equal work. However, the men occasionally may have to lift boxes. Intermittent extra physical exertion does not make a job unequal and warrant extra pay.

Of course, if substantial differences exist in the amount or degree of effort required in the performance of jobs, the equal pay standard would not apply even though the jobs may be equal in all other respects.

EQUAL RESPONSIBILITY

If jobs are otherwise equal, a minor or insignificant difference in the degree or responsibility does not make the job unequal. For instance, the equal pay standard usually would not apply to men and women tellers in a bank even though there is a variation in the types of accounts handled by each employee.

SIMILAR WORKING CONDITIONS

In applying the test on similar working conditions, employees working at the same job will usually be working under similar working conditions.

Minor dissimilarities, or the fact of the jobs being performed in different departments, does not establish dissimilarity of working conditions.

REDUCING WORKER'S WAGES

An employer may not reduce the wage of an employee in order to comply with the law.

In other words, if a company is paying a male cashier $3.75 per hour and a female cashier $3.65, the company may not rectify the inequality by reducing the man's pay to $3.65. It must raise the women's pay to $3.75.

LABOR ORGANIZATIONS

It is illegal for a labor organization or its agents to cause or attempt to cause an employer to pay lower wages to an employee because of sex.

Before the law became effective, many union-management collective bargaining agreements specifically provided different male and female rates as well as separate seniority rosters and many other practices which indicated sex discrimination.

However, since passage of the law, both unions and management, with few exceptions, have helped to eliminate sex-based wage and other differentials, whether resulting from collective bargaining agreements or otherwise. In some cases, however, court action has been necessary to obtain compliance.

The law is clear that a woman's statutory right to equal pay is simply not bargainable issue.

EXCEPTIONS

Exceptions are accepted if it can be shown that the wage differential is based on a seniority or merit system, a system measuring earnings by quantity or quality of production, or any other factor other then sex.

ENFORCEMENT FACTS

The Wage and Hour Division of the Employment Standards Administration has responsibility for the administration and enforcement of the Equal Pay Act for private, State and local government employees and for employees of the Library of Congress, the U.S. Postal Service, the Postal Rate Commission and the TVA by agreement with the agencies. The U.S. Civil Service Commission is responsible for administering the law as it applies to all other Federal employees.

Wage and Hour compliance officers make investigations to determine compliance with a number of laws, including the Equal Pay Act. They have found that a large percentage of the Equal Pay violations occur in large establishments where relatively few minimum wage violations occur.

By the end of 1973, the Department of Labor had found that more than 150,000 employees, nearly all women, were underpaid by more than $75 million under the Equal Pay provisions.

BENEFICIAL EFFECTS OF THE LAW

The law helps both men and women. It provides no special advantages or treatment for women workers. The Equal Pay Act provides only that there be equal pay for equal work regardless of the sex of the employee performing the work. In other words, if the work is worth X dollars, the person who does the work ought to be paid x dollars whether that person be a man or a woman. The law when uniformly applied can have many beneficial effects:

*Contributes to higher worker morale.

*Helps eliminate the age-old myth that the economic value of women's work is less than that of men.

*Increases efficiency.

*Reduces turnover.

*Provides for the optimum utilization of the nation's available resources.

*Improves purchasing power and helps maintain an adequate standard of living for workers and their families.

*Helps reduce welfare costs by encouraging low income workers to remain employed - particularly women who are supporting families.

*Reduces an unfair method of competition.

WHAT IS BEING DONE

To guarantee full compliance, the Wage and Hour Division has embarked on an intensive program which includes:

1. Increased enforcement activities.
2. Extensive public information programs involving all media.
3. A special training program for executives of large companies on equal pay provisions of other major Wage and Hour laws.
4. Maintaining a continuing review and evaluation of equal pay progress.
5. Researching the reasons for wage discrimination.
6. Stimulating cooperation and the sharing of data, views and information with State and local governments; White House and other special task force groups or commissions; employer, employee, and other private and public groups with responsibilities and interest in the equal pay area.

WHERE TO FILE A COMPLAINT OR OBTAIN ADDITIONAL INFORMATION

Persons who know of violations or want additional information about the Equal Pay Act with regard to private, State and local employment, should contact the nearest office of the Wage and Hour Division. Addresses are listed in the United States Government section of most telephone directories under:

U.S. DEPARTMENT OF LABOR-WAGE AND HOUR DIVISION

If not listed, write: U.S. Department of Labor, Wage and Hour Division, Washington D.C. 20210.

All inquiries are kept in strict confidence. Questions concerning Federal employment should be addressed to the U.S. Civil Service Commission, 1900 E. Street N.W., Washington, D.C. 20415.

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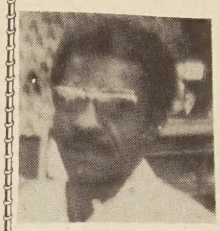

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IF YOU FIND MISTAKES IN THIS PUBLICATION, PLEASE CONSIDER THAT THEY ARE THERE FOR A PURPOSE. WE PUBLISH SOMETHING FOR EVERYONE, AND SOME PEOPLE ARE ALWAYS LOOKING FOR MISTAKES!!!

HERE IT IS!

Your one and only chance to get this amazing book that has taken the experience of hundreds and two and a half years to assemble. This is the first and only complete book that takes the pain and cost out of starting a new business.

The "how to start and 'succeed' in business" book

is an accumulation of hundreds of tried and proven business practices, all the methods that others are using and taking advantage of every day to start, improve or manipulate situations to their advantage for obtaining, credit, inventories or financing where otherwise they would have been turned down.

The step by step illustrated and easy to follow text is so factual that, if you are thinking about starting a new business, buying an existing one from someone else or reorganizing your own, your completion of the surveys and forms provided will be all that you will need for your initial visit with your lending source.

WE COVER THE FOLLOWING SUBJECTS PLUS MANY MORE

Thinking Of Starting Your Own Business . . .
We cover, step by step—all the hidden or forgotten—little things you need to know before you invest any money.

Personal Resources Inventory . . .
We show you how to take a personal resource inventory and what it will mean towards your chances of success.

Getting The Right Answers Before You Get Involved . . .
Now you get down to the facts of business—Money—how much do you have—how much do you need—where is the security in your venture.

Developing A Business Plan . . .
Here you develop your actual business plan—a sound and logical approach to making your business endeavor a success—a plan that your banker or lender will praise.

What's In It For Me? . . .
What's in it for you?, what do you expect personally in the way of income, investment, equity, and security, will your business be able to provide these answers.

ALSO:

What Business Am I In
Pricing
Getting The Work Done
Overcoming Cash Deficiencies
Types of Loans
Government Loans
Who Are Your Competitors
Sales And Promotion
Value Of Owner Service
Trade Credit
What Kind Of Collateral
How To Apply For SBA Loans
Determining Sales Potential
Advertising
A Plan For Increasing Profit
What Kind Of Cash
How Much Money
Who Is Eligible For SBA Loans
Your Advantage Over Competitors
Stock Control
Fixed Expenses
The Cash Crisis
The Cost Of Credit
Avoiding Costly Mistakes
How To Rate Your Competitors
Buying
Return On Investment
Your Receivable Position
Bank Loans
Promoting Your Idea
Your Image
Behind The Scene Work
Prepare A Cash Budget
The ABC's Of Borrowing
Other Types Of Loans
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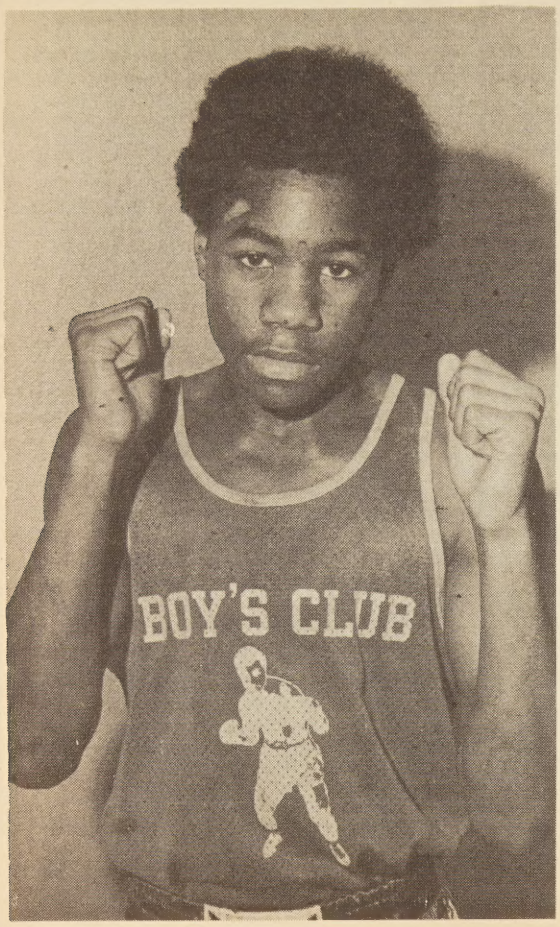
Boys Club News



Dewayne Jamison, 140 lbs main event winner for Tacoma Boys' Club, defeated Carlos Adams of Knott St. Boxing Club, Portland.

BASKETBALL

9th and 10th Grade TBC Celtics defeated WEAC PAULSON 99 to 42 on March 3, 1977. This makes the 12th straight game for the Celtics. High point man was Derrick Johnson with 33 points, John Hammond had 18 points, Will Doss and Mike Alexander both had 14 points. Robert Issac was also in the double figures. We would like to encourage everyone to come see the TBC Celtics in action. Our next game is March 8, 1977 at Mason Jr. High School, 7:30 P.M. (Coach is -- Jeff Fletcher).

9th and 10 Grade TBC Trotters played March 5th. They have an 11 - 0 winning score. The last half of this game was most exciting when Tony Henderson got the hot hand and scored four straight baskets to ice the win. He was the high point man with 20 points. The next game will be at Mason Jr. High School, March 8th at 8:30 p.m. (Coach Jimmy Ervin).

KRATE

Krate will be held on Wednesday nights only until further notice, from 6 p.m. to 7 p.m.

THREE ON THREE TOURNAMENT

This is the last week to join the three on three tournament and it's going to be exciting! Bring your Boys' Club Card down and join us for some fun. Dates for this tournament will be in the next issue.

PARENTS CLUB MEMBERSHIP

We are asking every parent purchase a membership card to help support the Boys' Club. They are only $10.00 per person per year. You can get your card from Mr. Dillingham at 627-7892; Mrs. Abbott the secretary at 572-2720; Mr. Baldwin the president at 272-9566 or call the Boys' Club at 272-3044.

PARENTS' CLUB MEETING

Thursday March 10th will be the next Parents' Club meeting at the Downtown Boys' Club, 711 South 25th St. Anyone is welcome to come. This meeting will start at 7:30 p.m.

BOXING

The Boxing Team from the Tacoma Downtown Boys' Club traveled to the Portland Sports arena in Oregon on March 5th. This is the results.

Dewayne Jamison, 140 lbs. main event winner for Tacoma Boys' Club, defeated Carlos Adams of Knott St. Boxing Club in Portland.

Darwin Johnson, 75 lbs, lost the decision to Ty Merrill of the Mt. Scott Boxing Club.

Marice Linton, 65 lbs, won over Billy Ford from the Lyle Boxing Club of Portland.

Peter Henderson, 70 lbs, lost his decision to Casey McCauley of Mt. Scott Boxing Club.

Rickey Richardson, 140 lbs, won. The Referee stopped the contest with Dave Williams of the Knott St. Boxing Club.

Kevin Prior, 90 lbs, won by decision over Stuart Waldroff of Chehalis Boxing Club of Chehalis, Washington.

"If they want peace, nations should avoid the pinpricks that precede cannon shots."

NAPOLEON TO THE CZAR OF RUSSIA

Tee & Turf News

By Morgan Giles

This was a busy weekend for the Tee and Turf Golf Club. We opened our 1977 season with our first tournament, and we had a ball. Some members thought this wouldn't be a good time because we started early this year, but we and the weather fooled them. Saturday was a fine day, and though Sunday was a little cold the die hard members of the Tee and Turf hung in there (good going). The best part of the two days was the after play activities. There was nothing but fun - fun with lots of good food and drinks. I want to thank all of the non-playing wives who played a big part in the activities by bringing a lot of the good dishes from home....so thanks a lot, Mrs. Smith, Mrs. Newman, Mrs. Harris and Mrs. Anderson. But an extra thanks to the Baxters...not only did they bring good food, they did a lot of shopping for us and they really did some swishing in the kitchen. So thanks again all of you that participated.

Now back to the game of golf. Remember last week I warned you about the Sandbaggers? I don't want to be the one to say I told you so, but.....they had a field day. Here are the winners:

Championship Flight: 1st, Sam - 159. Second, Keyes - 160.

First Flight: 1st, Turner - 147. 2nd, Ridgeway - 148. 3rd, Drummond - 148.

Second Flight: 1st, Slatter - 142. 2nd, Burlison - 142. 3rd, Davis - 144.

Ladies Flight: 1st, Cunningham - 151. 2nd, Wright - 153.

Third Flight: 1st, Jenkins - 144. 2nd, Booker - 151.

For the rest of us, better luck next week because we play at Auburn Golf Course. Tee time: 10:00 a.m. Saturday, Come on, gang, let's all turn out, and let's have a good day. See you on the first tee.

Scouting News

KLONDIKE DERBY REPORT...The Derby was held at Longmire Campground, Feb 20th. The Course was dry (at the start) and fast. Eight teams competed: Troop 37 Snoopy earned 30 nuggets, Troop 29 Flaming Arrow, 28; Troop 29 Wolf, 27; Troop 29 Beaver, 21; Troop 42 Eagles, 34; Troop 42 Eagles earned 34 nuggets; Troop 123 Bear, got 31; Pack & Troop 114 Grizzles received 19; and Pack 42 Huskies got 29 nuggets.

The awards went for Best Looking Sledge to T29 Wold and P&T 114 Grizzles. The 1st Scout Sledge went to T42 Eagles, 2nd Scout Sledge was awarded to T123 Bear and the 3rd Scout Sledge was won by T37 Snoopy. P42 Huskies took all three (1st, 2nd and 3rd) Cub Sledge awards.

****

We would like to welcome Roger Smith and Troop 114 sponsored by the Madison P.T.A. to Tomawis District # 1. We are looking forward to working with you and watching you and the boys have a lot of fun as they progress through the ranks of Scouting.

We also want to welcome our new District Commissioner, Al Arbrogast to our district. He lives with his wife, Lee and one daughter on Warner Street here in Tacoma. Charles Headde is now our new Asst. Vice Chairman for Cubbing and Gene Nollan has been moved to District Camping Chairman.

We are looking forward to a real busy and rewarding year in the Scouting Program.

****

Notice

Having made statements about the Black Forum of Tacoma, let me say now that the forum could be a very strong body that could deal with the problems of the Black citizens of Tacoma. But first it must be a structured body, perhaps a non-profit corporation. In that way it would be possible to generate moneys for lawyers, or for just general help for the Black citizens. The moneys could come from activities, and we could then look to Ford and Rockefeller Foundations. In that way perhaps Black Forum could be of great help. It is ridiculous for any Black person to be able to help any other Black person without first getting financial help from our white counterparts. To think otherwise is wishful thinking, for we have no economic base to fully finance ourselves. I was in hopes in writing my last articles that it would bring a togetherness to help solve the multitude of problems we Black citizens must endure. So why should we not work together as a strong body that would be a political stronghold as well as humanitarian? For we can solve our own problems if we pull together. Without struggle there is no victory.

Jerry Carter

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STYLE SHOW AT THE CABALLEROS

The once a year Style Show was held at the Caballero's Club on Saturday, March 5, 1977. It was most enjoyable with lovely ladies and nice looking men showing spring and summer styles. If you were not there, don't miss it next year.

Caballeros Club

1516 SB 2 8th Tacoma 627-9609

Every Friday Social Hour

Reduced Prices on Drinks

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Will do drafting for firm of architects & planners. Have 3-5 yrs exp. $12,000 +

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Work on drawings of control panels under associate engineer. Know wiring schematics. Have 1 yr exp. $4.50-$5.50

COBOL PROGRAMMER
Programmer w/ 3 yr exp IBM 360/370 NS COBOL, req'd. Prefer DOS/VS, L/1 or VANDL/1 exp. US citizen req'd. Sal open

RADIOLOGY ASSISTANT
Transport patients to radiology, assist w/ therapy. Maintain & change oxygen tank. Have civil or military training. $668

DENTAL ASSISTANT
Take impression, X-ray, prophy. Must have dental assistant certif. $500-$650

OPERATING ROOM TECH
Must be certified operating room tech. Will accept military certification. $3.74-$4.33

PASTE-UP ILLUSTRATOR
Do paste-ups for printing in CB oriented magazine. Know editing, camera work & sales. Sal open

COLLATERAL EXAMINER
Examine & survey books & records of existing & prospective bank customers w/ emphasis on acct system & collateral. BA or exp in acct. Lending exp. $825

sales

SURVEY WORKER
Work off of computer sheets, going door to door canvassing & verifying names, children, occupations, etc. Good handwriting & spelling req'd. Sal & bonus. $2.30

FREIGHT SALES REP
Sell interstate trucking service. 2 yrs college, 1 yr trucking exp. Sal open

SALES TRAINING
BA in sales or marketing, will train in Seattle to distribute pet food products in Wa. & Ore. Have WSDL, own transport. $800

INTERIOR DESIGN SALES
Sell draperies in & out of store. Also floor coverings. Interior design is part of the job. Sales exp req'd. $600 plus

FLOOR COVERING SALES
Will train to sell carpets & upholstery. Learn all necessary information on the industry. Have retail sales exp. $3.00

TIRE SALES
Call on retail & commercial dealers inside Wash. State. Sell retread tires. Know tires & have sales exp. Draw $850 & comm

FOOD SALES
Handle sales & merchandising of food products to supermarkets. Company car & expenses. Some travel. Sal & bonus. $750

DRUG STORE SALES
Will do sales work, cashier duties customer service, stocking, ordering. Union scale. $2.60 +

industrial (cont)

UPHOLSTERER
Re-upholster furniture in interior decorating store, Edmonds area. Trade school or exp. $5.

SEWING MACHINE OPR
Will run power sewing machine, must have exp in factory or sample room. Prefer exp w/ garment $6.

AUTO BODY REPAIR
Work in general body shop doing combination work only. Salary, union scale or commission.

MUFFLER INSTALLER
Install mufflers, headers & sho in South end shop. Have 1 yr ex $500

PAINTER
Exp'd painter, know how to prep apartments & paint. Steam off w paper, patch & spackle. Steady ployment. $3.00

WOODWORKER
Fabricate housing parts in fact Angle cuts & some panel fabrica Use radial arm & table saws. Dr forklift. Must have exp. $5.

SIDING APPLICATOR
Residential wood siding work. 20¢ per sq ft. Have own tools.

service

DAYWORKERS
Work in private homes. Do gener cleaning & housework. Prepare s do shopping. Have WSDL. $2.66-$3.

WAITER/WAITRESS
Serve food & beverages to custo in cafe, restaurant or cocktail lounge. Prefer exp. $2.30 to Union sca

COUNTER SERVICE
Fry donuts, make sandwiches, w on customers at counter & table Clear tables. $2.

RESTAURANT COOK
Exped all around dinner cook al to prepare all types of food - broiler. Union scale $35

INSTITUTIONAL COOK
Must have management exp in an institutional setting, prefer nursing home exp. Sup'v staff, plan menus & special diets. $65

DELI CLERK
Know cheese, salamis, wines, l Have good math. Health card & wrapper license. $3

PANTRY GOODS MAKER
Prepare salads, appetizers & other cold dishes. 1 yr exp $3

MOTEL CLEANER
Do general cleaning & domestic chores in motel. Clean rooms. $2.50-$2

NURSES AID/ORDERLY
Must be exp'd to deliver prima care to nursing home patients. Make beds, feed & bathe. $2.3

PORTER
Maintain & clean building & gr Dust, wax, polish, sidewalks e Replenish supplies, security. Know equip use & maint. $3.00-$5

clerical

SECRETARIES
Positions in various offices. Do gen secretarial duties. Type 50-80 wpm, dictation, dictaphone, file reception, phones, correspondence, keep records, appointments. $590-$790

MEDICAL SECRETARY
Work for hospital, do all secretarial duties for nursing supv'r. Staff personnel, records. 2 yrs office exp req'd. $3.99-$4.41

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Take off & transcribe dictation involving some difficult & technical expressions. Type 50 wpm, dictation 80 wpm. $722

TYPIST
Will do production typing 8 hrs per day. Only requirement is to type 50 wpm accurate. No exp req'd. $470

FILE CLERK
Will file correspondence, records, paperwork. Stock supply & run errands. File Alpha & numerical. $525

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Process costing invoices for large office. Furniture company. Have front office appearance & manner. Phone work, 10 key, type 50-60 wpm $500 +

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Auto rater & coder & fire rater & coder. Code & enter on computer Prepare instructions for typists. Deal w/ agents, clients. $515

ACCOUNTING CLERK
Do financial clerical work, prepare reports, assist bkkprs, type, 10 key. $575-$870

STOCK CLERK
Handle stock for hydraulic & pneumatic parts distributor, Kardex file, pack, stock, P.O.s & invoices. Price & inventory. $600

PARTS CLERK
Part time. Help fill orders for auto & industrial parts. Answer phones, take & fill orders, mail. Type 40-45 wpm. $3.00 +

INVENTORY CLERK
Control inventory & do cost control. Good math, typing & bkkp'g skills. $550 +

RECEPTIONIST
Answer phones & receive visitors & clients. Type correspondence. Prefer exp in import/export. $550

industrial

SHIP/RECEIVE CLERK
Package, make shipping papers, arrange transport. Receive, check shipments, enter in inventory, stock. $55

PRODUCTION MACHINIST
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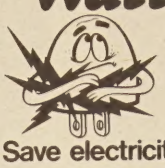

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Official Notice

The City of Tacoma has submitted a modification of its FY 1977 title VI Comprehensive Employment and Training Act grant to the Employment and Training Administration of the U.S. Department of Labor. The modification increases the grant by $10,922 to a new total of $1,245,984. The additional funds will be used to increase training and services provided the 254 public service employment program participants supported by the grant as well as provide for administrative costs. The full grant modification, 53-7-056-GA-7-01, may be viewed between the hours of 8:00 and 5:00 p.m., Mondays through Fridays, at:

Office of Comprehensive Employment Services (CES)
705 South 9th, Room 301
Tacoma, Washington 98405

Comments on the modification may be submitted to the CES office and the Regional Administrator, Employment and Training Administration, 909 First Ave., Room 1145 Seattle, Washington 98174.

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